

Gender Pay Gap Resources and Tools

Victoria's Gender Equality Act



The workplace gender audit requires two categories of data: workforce data and employee assistance data. The gender pay gap will form part of your workforce data collection. Conducting a gender pay gap analysis will help you to identify any critical gaps, areas for improvement and challenges to address within your gender equality action plan.

The following table provides a 'one-stop-shop' resource to help your organisation conduct a gender pay gap analysis. The resources are broken down into each stage when conducting the analysis, including:

- **Preparation stage:** to assist with knowledge and understanding of what a gender pay gap is and understanding the importance and impact;
- **Identification & Analysis:** to assist organisations in identifying and diagnosing the gaps and analysing the causes of their gender pay gaps within their organisation;
- **Actions & Strategies:** to assist your organisation to establish goals, strategies and actions to improve the gender pay gap within your organisation.

PREPARATION:

- **She's Price(d)less: the economics of the gender pay gap**

Summary: While the causes of the gender pay gap are well documented in research, the 'She's Price(d)less' report confirmed the factors that underpin the gender pay gap and the extent to which they contribute. The report found – once again – that enduring gender stereotypes about the roles women and men play in paid work and caring continue to drive the gender pay gap. 'She's Price(d)less' report. <https://workplace.ourwatch.org.au/resource/shes-pricedless-the-economics-of-the-gender-pay-gap>

- **Australia gender pay gap statistics 2021**

Summary: The following fact sheet uses the latest data from the Workplace Gender Equality Agency (WGEA) dataset and the Australian Bureau of Statistics (ABS) which details the gender pay gap categorised by states, territories, industries, occupations, sectors and age. <https://www.wgea.gov.au/publications/australias-gender-pay-gap-statistics>

- **Pay equity**

Summary: The following WGEA resource provides an overview of the key concepts surrounding equal pay, including legal requirements, how it happens within organisations, actions organisations can take to address pay equity issues and related resources. <https://www.wgea.gov.au/pay-equity>

IDENTIFICATION + ANALYSIS:

- **Guide to gender pay equity (WGEA)**

Summary: The following guide will help entities diagnose the status of pay equity in their organisation, including:

- + Facilitating an understanding of what is meant by gender pay gaps and the causes of gender pay gaps;
- + Helping identify and analyse any gender-related pay gaps within your organisation, with a focus on 'like-for-like' gender pay gaps (the pay difference between men and women undertaking work of equal or comparable value).

<https://www.wgea.gov.au/tools/guide-to-pay-equity>



IDENTIFICATION + ANALYSIS:

- **Gender pay gap calculator and technical guide (WGEA):**

Summary: WGEA has developed the gender pay calculator to assist employers to identify and analyse the causes of the gender pay gaps within their organisations. The calculator will assist you in identifying:

- + Gender representation gaps across the entire organisation (and by key organisational variables);
- + Actual gender day differentials by level (and key organisational variables);
- + Relative gender pay gaps by level (and key organisational variables);
- + <https://www.wgea.gov.au/tools/the-gender-pay-gap-calculator>.

The following technical guide provides instructions for using the WGEA gender pay calculator:

https://www.wgea.gov.au/sites/default/files/documents/Pay_gap_calculator_technicalguide_0.pdf

The following document provides a case study of a gender pay gap analysis from an Australian organisation:

<https://www.wgea.gov.au/sites/default/files/documents/WGEA-Hesta.pdf>

- **Eight ways to understand your organisation's gender pay gap:**

Summary: The following guidance booklet provides employers with 8 key questions that allow them to identify and critically think about their organisation's gender pay gap:

<https://gender-pay-gap.service.gov.uk/public/assets/pdf/understand-your-gender-pay-gap.pdf>

ACTIONS + STRATEGIES:

- **Guide to gender equity: (WGEA)**

Summary: This guide will help you set goals and take practical steps to improve pay equity as part of your gender equality strategy, including:

- + Establishing goals, strategies and actions to manage and improve gender pay equity in your organisation;
- + A six-step process to improving gender pay equity;
- + Case studies.

<https://www.wgea.gov.au/tools/guide-to-pay-equity>

- **Reducing the gender pay gap and improving gender equality in organisations - Evidence-based actions for employers:**

Summary: This resource provides effective actions that have been tested in real-world settings and found to have a positive impact on reducing the gender pay gaps and improving gender equality in organisations.

https://gender-pay-gap.service.gov.uk/public/assets/pdf/Evidence-based_actions_for_employers.pdf

- **Four steps to developing a gender pay gap action plan:**

Summary: This resource provides a step-by-step guide for employers to develop an effective action plan to address the gender pay gap within their organisation. <https://gender-pay-gap.service.gov.uk/public/assets/pdf/action-plan-guidance.pdf>

- **Target setting toolkit and calculator: (WGEA)**

Summary: The following guide will assist organisations in setting realistic targets to improve and maintain the balance of gender diversity of the workforce. If your organisation has already achieved a desired gender balance, this guide may help in monitoring and maintaining that balance. Similar to setting financial or other operational targets within an organisation, establishing realistic gender targets based on rigorous analysis and baseline data will significantly increase your chances of achieving the target.

This link takes you to both the toolkit and calculator: <https://www.wgea.gov.au/tools/gender-targets-toolkit>

- **Tools, guides, and blueprints to help organisations navigate areas such as flexible work, parental leave, pay equity and more:**

Summary: WGEA has created a variety of tools, guides and blueprints to improving gender equality in your workplace, such as navigating areas such as flexible work, parental leave, pay equity and more. <https://www.wgea.gov.au/tools>

CASE STUDIES:

- + **Workplace gender equality case studies:**

Summary: The following link includes case studies about addressing gender pay gaps from a range of industries:

<https://www.wgea.gov.au/case-studies>

- + **'Flexible work reduces the gender pay gap and saves money'**

Summary: This report explains how flexible work is good for budgets and good for building fair workplaces

<https://www.vic.gov.au/case-study-flexible-work-reduces-gender-pay-gap-and-saves-money>

- + **'HESTA: Conducting a gender pay gap analysis'**

Summary: This report explains how Australian industry superannuation fund HESTA undertook a detailed gender pay gap analysis

<https://www.wgea.gov.au/sites/default/files/documents/WGEA-Hesta.pdf>

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FURTHER INFORMATION

Definitions, tools and templates can be found on the Commission for Gender Equality in the Public Sector's website - genderequalitycommission.vic.gov.au
For resources tailored to the needs of the Barwon South West region, please visit <http://www.womenshealthbsw.org.au/gender-equality-act>